

ICF or ILM? Coach accreditation comparison

(November 2019)

Comparison	Accrediting organisation	
	International Coach Federation (ICF)	ILM
What is it?	<p>Largest leading global professional coaching body, representing 30,000 coaches worldwide in 135 countries and around 3,500 coaches in the UK. Provides independent accreditation of:</p> <ul style="list-style-type: none"> • Coach training course providers • Individual coaches 	<p>Largest awarding body in the UK – 70,000 leaders / managers qualify every year with ILM.</p>
Strategic goals	<ul style="list-style-type: none"> • ICF members represent excellence in professional coaching • ICF is the most relevant professional coaching body • ICF has the strongest global brand • ICF promotes professional coaching • ICF fosters professional coaching, coaching skills and a coaching mindset; being an integral part of society 	<ul style="list-style-type: none"> • Focused on helping organisations to deliver the best-in-class leadership training which is open to managers at any level, in any industry, in any size of organisation
Core values	<i>Collaboration, respect, integrity, and excellence</i>	None stated
Who is it for?	<ul style="list-style-type: none"> • Managers delivering coaching to team members as part of their day-to-day role • Individuals delivering offline coaching as part of internal coaching programmes • Individuals who are responsible for building coaching capability in management and delivering coaching skills training • Individuals planning to move into a leadership role in the business 	<ul style="list-style-type: none"> • Level 5 is for managers with significant responsibility for coaching and mentoring as part of their day-to-day role. • Level 7 is for in-house or external professionals who have started their coaching practice and want to develop to a high level of expertise.
Accreditation provided	<ul style="list-style-type: none"> • Associate Certified Coach (ACC) • Professional Certified Coach (PCC) • Master Certified Coach (MCC) 	Levels 3, 5 and 7
Comparison of accreditation for individuals working as internal / external coaches	ACC	ILM 7 (equivalent to 1 st level of ICF accreditation)

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Assessment	<ul style="list-style-type: none"> Observed 30 to 40 minute Coaching Session. Assessed by Certified ICF Coaches against the Core Coaching Competency Framework. Multiple-choice questions on ethics and core coaching competencies 	<ul style="list-style-type: none"> Write a 4-5000-word essay on your understanding of the role of executive coaching in an organisation Deliver at least 20 hours of coaching and write some reflective logs and feedback about your coaching Undergo an assessment of your coaching skills by the programme tutor Write a 1-2,000-word essay, reflecting on your skills as a coach
Observed assessment of coaching practice	Throughout the course, with final assessment	As part of final assessment
Reflective log / statement	As required by training provider	Reflective review and coaching log
Client / supervisor / mentor coach work	10 logged hours of work with a mentor coach, who listens to the coach coaching and provides feedback relating to the ICF Core Coaching Competencies	None required
Coaching experience (hours)	100 hours (12+ hours over the course of the face-to-face training and then work with clients and receive coach mentoring after the face-to-face training ends)	20 hours practical coaching or mentoring experience
Coach training (hours)	<ul style="list-style-type: none"> 60 coach-specific training hours 8 days face-to-face training, usually split into 4 modules at least a month apart, as follows: <ul style="list-style-type: none"> Module 1: 2 days Module 2: 2 days Module 3: 2 days Module 4: 2 days (final day benchmarking against ACC standards) 	<ul style="list-style-type: none"> Level 7: 46 training hours + home study Level 7: 6 days of face-to-face learning, usually split into 2 modules at least a month apart, as follows: <ul style="list-style-type: none"> Module 1: 2 days Module 2: 2 days Module 3: 2 days (final day assessment)
Advantages of qualification	<ul style="list-style-type: none"> Internationally recognised Practically-based assessment Able to coach Certification awarded after coaches have demonstrated the ability to work with a variety of clients, had coach mentoring, passed a practical and knowledge-based assessment and delivered 100 hours of coaching 	<ul style="list-style-type: none"> Recognised throughout UK; often required by public sector organisations Able to coach (albeit at a lower level than for ICF) Certification awarded once assignments completed (post-course), including 20 hours coaching delivery

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Advantages for organisations	<p>ICF research shows that ICF accredited coaches attract more clients and are more successful than non-accredited coaches.</p> <ul style="list-style-type: none"> Anecdotal evidence suggests that ICF trained coaches tend to be more confident in delivering coaching services and one year later are still working as internal coaches Coaches are more aware of ethical dilemmas Coaches will have mandatory, ongoing support as they need further coach mentor hours and professional development requirements to retain accreditation Entry for PRISM award is a possibility – an ICF award to recognise excellence in, and the impact of, coaching in organisations 	<ul style="list-style-type: none"> Coaches have almost immediate gratification of certificate Managerial qualification for CV Course can include and adapt organisation's policies and values statements Coaches will have a consistent approach and methodology to work to Accessibility of the coaching qualification, with reasonable amounts of time required for the assignments
Self-directed study	<ul style="list-style-type: none"> 4 hours self-directed study Usually delivered as peer learning set 	<ul style="list-style-type: none"> Allow up to 100 hours self-directed study for the assignments
Coach mentoring / guided learning	<p>10 hours coach mentoring, usually delivered as:</p> <ul style="list-style-type: none"> three group sessions, in groups of up to 6 (session 1: 3 hours, sessions 2 and 3: 2 hours), plus three 1:1 one-hour sessions with PCC or MCC coach 	<ul style="list-style-type: none"> 2 hours tutorial support
<u>Typical</u> training fees based on 12 people for an in-house programme	<ul style="list-style-type: none"> Approx £2,500 per person + ICF fees (see below) 	<ul style="list-style-type: none"> Level 7: £2,250 per person + ILM fees (see below)
<u>Our</u> training fees based on 12 people for an in-house programme	<ul style="list-style-type: none"> ICF: £2,000 per person + ICF fees (assuming a group of 12) Discounted rates available for public / VCSE sector 	<ul style="list-style-type: none"> Level 7: £1,950 per person + ILM fees (assuming a group of 8) Discounted rates available for public / VCSE sector
Additional fees	<ul style="list-style-type: none"> ACC application fee = approx. \$300 per person 	<ul style="list-style-type: none"> £183 candidate registration fee per person

Any questions?

Give us a call on **01582 463461**